

# RESOLUTION OF THE TOWNSHIP OF IRVINGTON, NJ

No. DF15-0210-2

Date of Adoption FEBRUARY 10, 2015

APPROVED AS TO FORM AND LEGALITY ON THE BASIS OF FACTS SET FORTH BY

*[Signature]*  
Legislative Research Officer

PRESENTED BY COUNCIL MEMBER

HUDLEY

SECONDED BY

COX

WHEREAS, the Township of Irvington and the Irvington Professional Firefighters Association (IAFF Local 305) has engaged in labor negotiations for the purpose of establishing salaries and other conditions of employment for members of said association if the Township of Irvington; and

WHEREAS, the Township of Irvington and the IAFF Local 305 have mutually agreed to the salaries and other conditions of employment for the period beginning July 1, 2012 and ending June 30, 2016:

NOW, THEREFORE BE IT RESOLVED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF IRVINGTON that they hereby ratify and approve the terms and conditions of the Memorandum of Agreement attached hereto and made a part hereof; and

BE IT FURTHER RESOLVED that the Mayor and the Township Clerk are authorized and empowered to execute the said Memorandum of Agreement.

## RECORD OF COUNCIL VOTE

X = Indicates Vote    N.V. = No Vote    A.B. = Absent

COUNCIL MEMBER	YES	NO	N.V.	A.B.	COUNCIL MEMBER	YES	NO	N.V.	A.B.
BURGESS, 1ST VICE PRESIDENT					JONES, 2ND VICE PRESIDENT		X		
COX	X				LYONS		X		
HUDLEY	X				FREDERIC, PRESIDENT		X		X
INMAN	X								

PRESIDENT OF COUNCIL Cly

MUNICIPAL CLERK Holden

DATE FEB 10, 2015

I hereby certify that the foregoing is a true copy of a Resolution duly adopted by the Municipal Council. In witness whereof I have hereunto set my hand and the Corporate Seal of the Township of Irvington.

MUNICIPAL CLERK

DATE

*[Signature]*  
FEB 10 2015

BAT~~X~~ BLDG~~X~~ CFO~~X~~ COURT~~X~~ DHS~~X~~ DHW~~X~~ DPW~~X~~ ENG~~X~~ FIRE~~X~~ INIC~~X~~ JUDGE~~X~~ LIBRE~~X~~ LICEN~~X~~ LEGAL~~X~~ MAYOR~~X~~ OCDP~DIR~~X~~ OCDP~AD~~X~~ P&R~~X~~ PAYROLL~~X~~ POL~DIR~~X~~ POL~CF~~X~~ PURCH~~X~~ SEC~PB/BA~~X~~ TA~~X~~ TAX~AS~~X~~ TAX~COL~~X~~ TRAFFIC~~X~~ UEZ~~X~~ ZONING~OFF~~X~~ DLGS~~X~~ GNCD~~X~~ OTHER(S):

STATE OF NEW JERSEY  
PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of Successor Contract Negotiations Between:

TOWNSHIP OF IRVINGTON

-and-

IRVINGTON FIREFIGHTERS ASSOCIATION, I.A.F.F. LOCAL 305

Susan Wood Osborn, Mediator

MEDIATOR'S RECOMMENDATION FOR SETTLEMENT

Having considered the parties arguments, priorities and discussions concerning all of the issues in dispute, as well as the 2% maximum cap restrictions placed upon an arbitrator should this contract proceed to interest arbitration for resolution, I recommend the following terms for a successor contract:

Contract Duration: 4-year contract -July 1, 2012 through June 30, 2016.

Salaries:

7/1/12- increment payments when due; salary guide freeze

7/1/13- increment payments when due; salary guide freeze

7/1/14- increment payments when due; 2.5% increase to top step of the salary guide.

7/1/15 - increment payments when due; 2.0% increase to top step of the salary guide.

Longevity:

1. Eliminate longevity benefit for employees hired after 7/1/13.

2. Convert longevity benefit from a percentage of base pay to a flat dollar amount to be based the current contractual percentage of the employee's 7/1/12 base pay. Revise Article IX to read as follows:

Years' Service	Former %	Firefighters		
5+	2%	1691		
10+	4%	3053		
15+	6%	4579		
20+	8%	6105		
24+	10%	7631		

3. In any event, no employee's current longevity pay shall be reduced as a result of this agreement.

Vacation Leave:

1. All employees hired before 7/1/13 shall continue to receive their current contractual allotment of vacation leave.
2. All employees hired on or after 7/1/13 shall receive a reduced vacation leave allotment matching that awarded to PBA Local 29 on June 16, 2014 as follows:

1-10 years: 10 days

11-15 years: 15 days

16+ years: 20 days

Military Leave:

The parties agree to abide by the decision of any court of final jurisdiction concerning the issue of what constitutes a "day" for purposes of military leave in the matter of Irvington PBA Local 29 v. City of Irvington, provided, acknowledging that the difference in shifts and schedules in the Fire Department, the decision is applicable.

Terminal Leave:

Eliminate the benefit for employees hired after 7/1/13.

27 Pay Issue:

1. Any member who was employed on January 1, 2005, but has subsequently retired, shall receive 84 hours of pay.
2. Any member who was employed as of January 1, 2005 and is still an actively employed Firefighter in Irvington shall receive 84 hours of comp time.
3. The Department shall provide a list of retirees subsequent to January 1, 2005 within 30 days of the Settlement so that said list can be reviewed by the Officers of IAFF Local 305 to ensure it is correct.
4. Within 30 days after this Memorandum of Agreement has been ratified by the Town Council of the Town of Irvington, the full amount shall be paid to retirees and the full amount of comp time shall be credited to the comp time of active members.
5. Any grievances, Unfair Labor Practice Charges, other demands for arbitration or other issues arising out of this matter are hereby withdrawn.

\* \* \*

All other proposals are to be considered withdrawn. All other provisions of the expired contract would continue except as modified herein.

---

We, the members of the respective negotiations committees of the Township of Irvington and IAFF Local 305 agree to recommend this settlement to our governing body/ membership for approval/ratification.

For Irvington Township:

---

---

---

For IAFF Local 305:

*Robert H. Pava*  
*Local 305 President*

Date: \_\_\_\_\_

Date: 1/20/2015